

## **Employee Advisory Committee Meeting Minutes**

**May 23, 2017**

**Curtis State Office Bldg., Room 530**

Attending: Brant Barber, Barbara Barto, Alexandra Blasi, David Bollig, Cheryl Buxton, Patty Delmott, Elizabeth Fultz, Kris Grinter, Karen Gutzwiller, Kris Holm, Linda Kelly, Marjorie Knoll, Denise Phillips, Kristy Rizek, Steve Stankiewicz, Tyler Smith.

By Phone: Lauren Wolf

Absent: n/a

### **Approval of March 29, 2017 Meeting Minutes**

Motion by Kristy Rizek to approve the minutes of March 29. Motion second by Marjorie Knoll. Minutes approved.

### **Open Discussion**

No comments.

### **Plan Year 2018 Design Discussion**

Plan Options comparison review:

- J Plan(s)
  - Previous plan option for J-1 visa holders didn't meet federal requirements; two new options proposed
  - Discussion on J plan options 1 and 2 – potential confusion on per occurrence deductible, which is inconsistent with all other state plans
  - Motion to eliminate J Plan Option 2 and recommend J Plan Option 1 to the HCC (Linda/Denise). Motion passed.
- Plan Q – Motion to recommend Plan Q as presented to HCC (Beth/Kristy). Motion passed.
- Plan Z – Motion to recommend Plan Z with 35% coinsurance to HCC (Denise/Alexandra). Motion passed.

Projections:

- New estimates for 2017 EOY cash balance leave only \$15 million in fund.

- Previous rates were recommended for employer and employee contribution increase at 7.7%
- To increase 2018 EOY balance to \$32 million (recommended), employer and employee contribution increase would have to be 9.4%, unlikely that employer will approve increase
- Options
  - Discussed keeping contribution rates at 7.7% and increasing A, C, Q, and Z OOP max to stabilize fund balance. Per staff, Q and Z OOP max are already at federal ceiling.
  - Motion to increase employee contribution only (premium costs) to stabilize fund balance (Steve/Alexandra). Motion failed.
  - Motion to increase Plan A and C OOP max by \$500 single / \$1,000 family (Linda/Denise). Motion passed.

#### FSA Program 2018

- Employees currently have until April 1 of the following calendar year to submit FSA claims.
- Claims may only be submitted for expenses incurred while employed with State of Kansas.
- Motion to require submission of all FSA claims within 90 days following termination from state employment or departure from SEHP (Linda/Kristy). Motion passed.

#### Open Enrollment

- Staff discussed enrollment from last year, which automatically re-enrolled individuals in their current plan if they did not make elections in MAP portal. Staff would prefer a more active enrollment, and get many calls January 1 when money comes out of paychecks.
- EAC discussed requiring MAP elections, defaulting to current plan, giving a buffer period after October 31 to make elections, or defaulting to a state-selected plan. EAC consensus was employer should not default an employee to a state-selected plan, and new education would be required to explain that this year employer will not default employee back into previous year's plan. EAC discussed private employers that give a shorter open enrollment period and required employees to make elections or lose coverage.
- Motion to require employees to actively enroll in a plan by October 31 or lose opportunity for SEHP coverage for following plan year (Linda/Alexandra). Motion passed.

Misc.

- EAC discussed and recommends leaving the retiree contribution at 0% for 2018 plan year.

The next HCC meeting is scheduled for June 5, 2017 – KPERS Board Room, 611 S. Kansas Ave., Topeka, at 1:30 p.m.

The next EAC meeting is TBA.